

**MINUTES**  
**NORTH CENTRAL MICHIGAN COLLEGE BOARD OF TRUSTEES**  
**REGULAR MEETING – Library Conference Rooms 1 & 2**  
**Tuesday, March 26, 2024 (3:30 p.m.)**

1. CALL TO ORDER

Chairman Rasmussen called the meeting to order at 3:30 p.m.

2. ATTENDANCE

PRESENT: Trustees Fought, Keiswetter (via phone), Pretty, Rasmussen, and Shirilla

ABSENT: Trustees Etienne and Kring

3. APPROVAL OF AGENDA

It was moved by Trustee Pretty and supported by Trustee Shirilla that the agenda be approved as written.

AYES: Trustees Fought, Keiswetter (via phone), Pretty, Rasmussen, and Shirilla

NAYS: None

ABSENT: Trustees Etienne and Kring

4. APPROVAL OF MINUTES

It was moved by Trustee Fought and supported by Trustee Shirilla that the minutes of the February 27, 2024, Regular Meeting, be approved as drafted.

AYES: Trustees Fought, Keiswetter (via phone), Pretty, Rasmussen, and Shirilla

NAYS: None

ABSENT: Trustees Etienne and Kring

5. STUDENT SUCCESS

President Finley noted that it's spring break week and students are scarce, so in their absence we've invited Director of Campus Housing and Student Senate co-advisor, Leon Nash to share out some good news on behalf of Student Senate.

Leon noted this has been the greatest year so far for the Student Senate and participation has exceeded pre-covid numbers. Events have been held off campus such as movie nights, Avalanche Bay, and ski days. On campus they have held talent shows, art nights, and karaoke. The high participation has really been student-driven and it's exciting to see. Student clubs fall under leadership of the Student Senate and have experienced some of the best participation ever. While the dorms are the heart and soul of these student events, they have also had quite a few students joining from off-campus as well. Big thanks to Leon and the Student Senate for their hard work in creating all these wonderful opportunities!

6. COMMUNICATIONS

President Finley shared the following communications:

a. NCMC Hosting 8-week Summer Learning Academy

The first week of March, an NCMC Press Release and Harbor Light News published an article about North Central's Summer Learning Academy. This 8-week experience is

designed to ignite young minds and foster a love for learning during the summer break. The academy runs June 24 through August 15. There are many instructors from across the college community supporting the effort.

The full press release can be viewed here:

<https://www.ncmich.edu/community-events/news-and-press-releases/2024-summer-learning-academy.html>

b. NCMC Celebrates Women's History Month

On Friday, March 1<sup>st</sup>, Jillian Fellows of the Petoskey News Review published an article noting all the events on campus celebrating Women's History Month. There were four presentations that were given in conjunction with NCMC's Lifelong Learning Club: Odawa Women in History (Eric Hemenway) was March 6<sup>th</sup>, The History of Women's Suffrage in Petoskey and Northern Michigan (Jane Garver) was March 13<sup>th</sup>, Ladies of the Lights (Dianna Stampfler) was March 20<sup>th</sup>, and the League of Women Voters and its history in Northern Michigan and Nationally (Robin Jordan) will be held here tomorrow at 7 p.m..

The full article can be viewed here:

<https://www.petoskeynews.com/story/news/education/2024/03/01/ncmc-celebrates-womens-history-month/72755958007/>

c. NCMC Provides full-tuition Presidential Scholarship to local Senior

The first week of March, an NCMC Press Release and Harbor Light News published an article announcing the full-tuition Presidential Scholarship, which awards a full-tuition Scholarship to one graduating senior from a home school within the service area.

The full article can be found online at:

<https://www.ncmich.edu/community-events/news-and-press-releases/2024-home-school-presidential-scholarship.html>

d. NCMC Sees Winter Enrollment increase

The second week of March, an NCMC Press Release and Harbor Light News published an article noting that the College's winter enrollment increased by 5.7% over Winter 2023, with growth in both new and returning students. NCMC's Winter 2024 enrollment is 1,755 students with the number of new students increasing by 50%. The fall-to-winter persistence rate increased by 16%. It's noted the difference the Real Talk initiative has made on campus. It truly takes an amazing team to accomplish what we have, and I want to applaud everyone who contributed to that effort.

The full article can be found here: <https://www.ncmich.edu/community-events/news-and-press-releases/winter-2024-enrollment.html#:~:text=North%20Central%20Michigan%20College's%20winter,new%20students%20increasing%20by%2050%25.>

## 7. SCHEDULED PUBLIC COMMENT

a. AFPS – Chet Jessick, President of AFPS, shared an invitation to this year’s Outstanding Person in Education (OPIE) Awards with the Trustees. This year Brian Goetz is the recipient.

Professor Jessick noted that he and Professor Goetz are both members of the Real Talk Cohort I. Real Talk has truly made a difference in their abilities to teach, teach well, and consider student learning in different and relatable ways that may not have been previously considered.

Chet mentioned that Libby Wagner was on campus earlier this month and facilitated many different sessions. Faculty participated, all in service of improving the campus climate. Chet noted that he, Dr. Finley, and Libby Wagner met privately to discuss how the two of them might go about rebuilding a trust relationship, and both parties are certainly engaged in that work.

Grief is on the faculty’s minds with the tragic passing of former colleague Professor Mike Malleis. The MEA and former President Cameron Brunet-Koch also sent condolences to the faculty association as well.

Negotiations are going on near 14 months now. Three meetings have been scheduled for the month of April. There are still some major position and language disparities that need to be reconciled.

Shae Long-Kish has another piece being published. It is a poem and an anthology about banned books called *You Censored INK*. The poem is *Light Without Shadows*.

Dr. Dominic Borowiak is finishing his research into full-time faculty participation in the Real Talk initiative. This initiative has also positively impacted our Adjuncts’ sense of belonging to the institution.

Professor Jessick noted that those participating in the Real Talk cohort I are continuing the work of Real Talk without a stipend, and the faculty wants to thank the board for their continued support of the Real Talk initiative.

## 8. FINANCIAL REPORT

Dr. Tom Zeidel, Vice President for Finance & Facilities was asked by Trustee Fought to provide a financial report for February 2024. Tom certified that the financials as of February 2024 are within the adopted tentative budget for 2023-24.

It was moved by Trustee Fought and supported by Trustee Pretty that the financial report and statement of bills be accepted as submitted.

AYES: Trustees Fought, Keiswetter (via phone), Pretty, Rasmussen, and Shirilla

NAYS: None

ABSENT: Trustees Etienne and Kring

## 9. PRESIDENT’S REPORTS

President Finley shared the following:

a. PTK Officer Team Award

North Central's Phi Theta Kappa (PTK) Honor Society's Officer Team (Kira Miller, Allison Huzek, Hannah Neff, and Mark Hoover) whom you all had the pleasure of meeting a few board meetings ago, have been selected to receive PTK's 2024 Distinguished Chapter Officer Team Award. This is an award that only a handful of teams win each year among nominees from all international PTK chapters. We are so very proud!

b. Basketball All Conference Awards

Three NCMC Men's Basketball players were honored by the MCCA:

- Josh Adim – Third Team All Northern Conference
- Andrew Johnson – Third Team All Northern Conference
- Dai'Montae Rembert – Honorable Mention All Northern Conference

One Women's NCMC Basketball player was also honored by the MCCA:

- Lindsey Cross – Honorable Mention All Northern Conference.

c. Statewide CTE Articulation Approval

After many months of hard work by many people, I am pleased to share that our Statewide Career and Technical Education (CTE) Articulation Agreements have been approved by the Michigan Department of Education. These agreements are posted on the MDE website and our NCMC Website.

This action will make us much more visible to students across the state seeking to study in one of 14 CTE programs offered at the College including business, education, finance, health sciences, engineering technology, public safety, and more. Thanks to all who worked diligently to make this happen: Stephen Strom, Renee DeYoung, Jennifer Wood, the Deans, Carol Laenen, Megan VanHorn, Catherine Coe, and all those who may not have been mentioned.

d. The First of its kind: Next Gen's Youth Civics Forum w/ Scott LaDeur

Next Gen's inaugural Youth Civics Forum brought extensive expertise, the fruits of years of higher education, and a decidedly elevated and critical conversation about "Privacy" in the context of our individual roles as members of this civil society. Thanks to Professor Scott LaDeur for his role in leading to make this event happen.

e. NCMC Career Fair April 3

Those on the job hunt will be able to check out the North Central's Career Fair from 2-4 pm on Wednesday, April 3 at the SCRC here on campus. The career fair is free and open to the public, with more than 40 companies in attendance.

f. Marketing council honors NCMC at national conference

The National Council for Marketing & Public Relations (NCMPR) recently honored our marketing team with three 2023 Paragon Awards:

GOLD – Excellence in Writing (Long Form), for the team’s work on “Breakthrough”.

SILVER – Newsletter, for the team’s work on “Spring/Summer 2023 Aspire”.

SILVER – Original Photography (Unmanipulated), for the team’s work on

“Spring/Summer 2023 Aspire Cover Photo – Josh Adim”.

Congratulations, and great job to Carol Laenen, Catherine Coe, and Megan VanHorn!!

## 10. COMMITTEE REPORTS

### a. Curriculum Committee

The Curriculum Committee met and reviewed a recommendation for honorary degree recipients for the 2024 Commencement Ceremony. This recommendation came from an internal committee consisting of six staff and two faculty members. They have recommended both Pier and Renee Borra as recipients for this year’s honorary degrees.

Per Board Policy 116 – Awarding Honorary Degrees, we would like to recommend Renee and Pier Borra for consideration on account of their outstanding contributions to our college and community.

Trustee Shirilla moved and Trustee Pretty supported that Pier Borra and Renee Borra be awarded Honorary Degrees of Educational and Community Service at the Commencement Exercises to be held May 3, 2024.

AYES: Trustees Fought, Keiswetter (via phone), Pretty, Rasmussen, and Shirilla

NAYS: None

ABSENT: Trustees Etienne and Kring

### b. Finance & Facilities Committee

Trustee Fought shared that the Finance & Facilities Committee met a week ago. They reviewed the financial statements through February of this year. They also discussed the funding for the CATEE Project.

Trustee Fought provided the following background:

In order to enhance educational opportunities at North Central and to respond to educational needs of the area, the College has decided to expand its course offerings, especially in the health care, technology and the trades to bring the educational offerings of the College up to those required by area employers. In order to accomplish this objective, it will be necessary to update and expand health care and technology classrooms and labs.

The plan is to add two new classrooms for health care and to renovate some of the current health care facilities. It also involves razing the current tech building and replacing it with one that meets current educational needs.

This program to make these changes is referred to as the Career & Technical Education Enhancement Program, or CATEE for short. The estimated cost of this Program is \$19.9 million. We currently have total funds available of \$13.4 million including federal and State grants totaling \$12.4 million and \$1.0 million from the College. In order to proceed with the project additional funding, it will be necessary to issue Community College Building and Site Bonds in the amount of \$6.5 million.

In order for the College to issue such bonds, it is necessary for the board to approve the bond issue. Bond council has been retained and has advised that a bond issue of 15 years with the payment of just interest thru 2030 and then the amortization of bond principal over a nine-year period ending in 2039. The reason for the delay in the amortization of bond principal is to manage cash flow during the renovation / construction period and permit pay off the bonds the College currently has outstanding. Bond council projects that the interest on the new bonds will be in the vicinity of 4.55%, with the actual interest rate determined upon sale of the bonds.

Trustee Fought moved and Trustee Shirilla supported that the College issue Community College Building and Site Bonds in the aggregate amount of \$6.5 million dollars with a maturity date during 2039 and an interest rate to be determined upon sale of the bonds.

AYES: Trustees Fought, Keiswetter (via phone), Pretty, Rasmussen, and Shirilla

NAYS: None

ABSENT: Trustees Etienne and Kring

c. Bylaws & Policy Committee

Trustee Pretty shared that the Bylaws & Policy Committee met a week ago to review policy 308 – Student Code of Conduct. Under the leadership of VP of Student Affairs, Renee DeYoung, revisions have been made and reviewed internally, as well as externally by legal counsel. These revisions are updates to keep up with our peer institutions and the changes around us. The list of violations has been expanded from a list of 16 to 35.

Trustee Pretty motioned and Trustee Rasmussen supported that the revision(s) to Board Policy 308 Student Code of Conduct policy be accepted as written. This policy change is effective March 26, 2024.

AYES: Trustees Fought, Keiswetter (via phone), Pretty, Rasmussen, and Shirilla

NAYS: None

ABSENT: Trustees Etienne and Kring

d. Personnel Committee

The Personnel Committee met on March 21<sup>st</sup>. They were able to review the status of contract negotiations with HR Director Lynn Eckerle, who is on the negotiating team. The members of the Personnel Committee as well as Dr. Finley are not on the negotiating team. The committee also reviewed new hire, Brian Rufener as full time instructor of Communication.

It the absence of the Dean and VP of Academic Affairs, President Finley shared that a committee consisting of Sara Glasgow, Jenny Maginnis, Charles McCaffrey, Anne Morningstar and Cody Gascho reviewed 31 applicants for the full-time instructor of Communication position. Six candidates were considered in a first-round virtual interview with three moving on to campus visits. On-campus interviews and teaching demonstrations were conducted with the three finalists.

With input from all involved, VP of Academic Affairs, Stephen Strom ultimately recommended Brian Rufener for this replacement position. He has accepted our offer. We look forward to Brian joining the team in 2024.

Trustee Shirilla noted the committee reviewed and continues to review both the hiring policy and the proposed DEI Statement from the DEI Committee. More information will come regarding these topics as they are discussed further.

11. OLD BUSINESS

None.

12. NEW BUSINESS

None.

13. UNSCHEDULED PUBLIC COMMENT.

Joel Kato, Petoskey resident, stated he was encouraged to see the board going into closed session to consider strategy and negotiation sessions in the faculty negotiation process. He thanked Trustee Shirilla for clarifying who is on the Collective Bargaining team. Considering negotiations have been in process for 14 months, he shared his thoughts and wanted to remind everyone of the importance of managing relationships and that all are partners in this process.

14. CLOSED SESSION

Chairman Rasmussen motioned to go into a closed session to consider strategy and negotiation sessions connected with the negotiation of a collective bargaining agreement. MCL 15.268Sec.8(c).

The motion to go into closed session was supported by Trustee Fought.

Roll call:

PRESENT: Trustees Rasmussen (yes), Pretty (yes), Shirilla (yes), Fought (yes), Keiswetter (yes via phone call).

ABSENT: Trustees Etienne and Kring

The trustees met in the Library's TEAL Lab for closed session at 4:02 p.m.

The trustees returned at 5:20 p.m.

Roll call:

PRESENT: Trustees Rasmussen (yes), Pretty (yes), Shirilla (yes), Fought (yes)

ABSENT: Trustees Etienne, Keiswetter and Kring

15. ADJOURNMENT.

There being no further business, Trustee Pretty motioned and Trustee Shirilla supported the idea that the meeting be adjourned at 5:21 p.m.

AYES: Trustees Fought, Pretty, Rasmussen, and Shirilla

NAYS: None

ABSENT: Trustees Etienne, Keiswetter, and Kring

A handwritten signature in black ink, appearing to read 'D. Rasmussen', with a long horizontal flourish extending to the right.

/S/ Daniel D. Rasmussen, Chairman

A handwritten signature in black ink, reading 'Melissa Keiswetter', written in a cursive style.

/S/ Melissa Keiswetter, Secretary